Nursing Leadership & Management in Health Systems | 2015-2016 Assessment Report

1. Please give a brief overview of the assessment data you collected this year.

In 2015-2016, data from MSN Program Outcome 3 (Enact a nurse leader role in safety and quality improvement in the health care environment) was targeted for further assessment. Quality improvement and increased patient safety initiatives permeate the current health care industry and are the core concept of the MSN program. In 2015-2016 aggregate, results from student and graduate assessments and faculty assessments were collected, analyzed, and applied to curriculum as appropriate. Findings are summarized in this table:

Student Learning Outcome	Program Outcome 3: Enact a nurse leader role in safety and quality improvement in the health care environment, was targeted for further assessment.	Evidence/Findings from Program Outcome # 3
STUDENT ASSESSMENT METHODS and DATA for MSN Program Outcome # 3		
	Annual MSN student meeting data. Students participate annually in a virtual meeting (two times, different days offered) with faculty and advisors and questions about Outcome #3.	Annual MSN student meeting data: April 2016 • 97% MSN students participated in the annual virtual meeting. The following reflects the responses to this program outcome: Are staff level nurses participating or involved in quality improvement processes or committees at your place of employment? (e.g. National Database of Nursing Quality Indicators [NDNQI], Quality and Safety Education for Nurses [QSEN], LeapFrog, HEDIS, NRMI, Public Health Accreditation Board [PHAB]) *YES* How are you participating or involved in quality improvement processes or committees at your place of employment? (e.g. National Database of Nursing Quality Indicators [NDNQI], Quality and Safety Education for Nurses [QSEN], LeapFrog,

		HEDIS, NRMI, Public Health Accreditation Board [PHAB]) Individual student exemplars: • *Long term care (falls prevention, risk management)* • *EBP for policy/procedure updates* • *quality metrics oversight; huddle boards, LEAN methods* • *"Pathway to Excellence" (seeking Magnet status)* • *Baldrige National Quality Program (IHI) for QI at systems level* • *QI for triage/medical screening in ED* • *steering committee looking at QI processes for health dept. accreditation processes* • *Weekly QI evaluating several NDNQI measures for dialysis unit* • *Shared governance committees work revolves around NDNQI or Press-Ganey data to driver QI* • *NDNQI data for safety in ICU* • *All units have QI dashboards* • *Grant required QI review of policies and procedures in PHD* • *System QI measures compared to national indicators* • *Safety data and BSN vs ADN prepared nurses*
	Graduate Survey data. Student rating of satisfaction with achievement of Program Outcome 3 collected each term and reported annually (summer graduates).	**Graduate Survey data**-student rating of satisfaction with achievement of Program Outcome #3 (5 point Likert scale with 5 = extensive and 1 = none) Program benchmark = 3.75 2015 (first year): Graduate response mean = 4 .20 (N= 6/6)
	Nursing course evaluation by Curriculum Development Committee (CDC). Review of course evaluation data for	**Nursing course evaluation by Curriculum Development Committee (CDC)**. NURS 734 was revised after the Fall 2013 offering to focus on quality improvement after CDC review. New

	NURS 734 Evidence Based Practice (EBP) identified a desire to strengthen the Quality and Safety content coverage.	course text, calendar and revision notes were reviewed by faculty.
	Course assignments in NURS 760, 734, and 772 related to Program Outcome 3. Satisfactory completion of course work by students demonstrating understanding of quality improvement and safety.	**Course assignments in NURS 760 & 734, related to Program Outcome 3.**
	NURS 760 Nursing Informatics in Health Systems (QSEN worksheet/action plan assignment	**NURS 760** Nursing Informatics in Health Systems (QSEN worksheet/action plan assignment Average score 92.9% (N= 24); 22 students achieved a score of 85% or better
	NURS 734 Evaluation and Evidence-Based Practice in Health Systems (Process Analysis and Dashboard/Balanced Scorecard assignments)	**Process analysis tools** Average score 85%; (18/19) achieved a score of 85% or better **Dashboard or Balanced scorecard for the overall nursing department in your organization.** Average score 85%; (18/19) achieved a score of 85% or better
FACULTY AND COI ASSESSMENT METHODS and DATA for MSN Program Outcome # 3		

	MSN practice mentors rating of students demonstrating of Program Outcome #3. Mentors rating of Program Outcome 3 collected following practicum.	**MSN practice mentor rating** for students for factors related to Program Outcome #3
		    4 point Likert scale with 1 = "poor" and 4 = "excellent"
		
		a. 2015 NURS 770 class average 3.46 (N=7/7)
		b. Qualitative Comments:
		    • "Consistently demonstrates collaborative leadership skills, excellent communication, and sound decision-making. Has completed

		project with professionalism, dedication, and enthusiasm" • "Has paired up with me to attend many quality and safety meetings While in many instances this may be the first time that…attended the specific meeting… readily participates and makes the connection with the work. By attending those meetings [Student G] has the opportunity to learn more of the org structure… the cultural impact of decision making, and committee membership" • "Demonstrates excellent nursing leadership! Always keeps patients and families the focus of all decisions…work regarding violence in the workplace was extremely beneficial to… for the safety of patients, families, and staff"
	MSN Nursing faculty meetings. Address issues, concerns, or joys related to Program Outcome 3.	**MSN Nursing faculty meetings.** Meeting agendas and discussions in Spring 2016 echoed the need to include revise N734 to include requisite content information to enable student success.

2. How will you use what you've learned from the data that was collected?

This is the first program assessment for the new MSN Leadership and Management in Health Systems. While data for 2015-2016 demonstrate satisfactory performance by graduates, we will continue to monitor data for additional areas of improvement such as:

- Continue to evaluate the incorporation of Quality/Safety content throughout the curriculum.
- Students to identify specific Q/S activities in practicum
- Discuss this with Nursing Advisory committee
- Continue to monitor Graduate Survey data.